

AGENDA ITEM V K 2

PROGRESS REPORT ON CONDITIONALLY APPROVED PROGRAM

LOUISIANA TECH UNIVERSITY

Ph.D. IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

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BACKGROUND INFORMATION

At its meeting of March 2009, the Board of Regents took the following action:

The Board of Regents receives the interim progress report from Louisiana Tech University relative to implementation of the Ph.D. program in Industrial/Organizational Psychology and amends previous action/timelines for the hiring of additional faculty accordingly. A complete progress report for this program remains due on June 1, 2009.

The action above allows the University to begin the program in Fall 2009 with its current cadre of 3 FT faculty. The first of two additional faculty will be hired in time for the 2010-2011 academic year.

Other issues addressed in the staff summary below include:

1. Student Stipends - The initial class of students (5-6 in number) should be each awarded nationally, competitive stipends.
2. Curricular Augmentations - A more definitive plan for instituting the type of extracurricular activities recommended by the reviewers is needed.
3. Cross Disciplinary Activities - Cross-disciplinary curricular activities with counseling psychology and management faculty and students should be fully investigated and planned during the upcoming program planning year.
4. Additional Staff Support - Additional staff support must be provided.
5. Budget - A new comprehensive five-year budget should be submitted and approved.

STAFF SUMMARY

The following response from the University address areas of concern:

1. Faculty Numbers/Student Enrollment/Program Implementation

The first admitted class cohort (Fall 2009) has been established with five students. A total of 16 viable applications for admission to the Ph.D. in I/O Psychology program were received and evaluated. All candidates who met established criteria were interviewed. At the end of the review process, the top five candidates accepted our assistantship offers and will begin the program this fall. Due to budget limitations and with staff and Board approval, we have made course adjustments making it possible to begin the program and postpone the hiring of a new faculty member until fall of 2010.

2. Student Stipends

All students in the program were offered and accepted stipends of \$15,000 with a waiver of any out-of-state tuition. This stipend is higher than our other doctoral program stipends in the College of Education.

3. Curricular Augmentations

While still in the early stages of development, we will follow the pattern (as with our current Counseling Psychology doctoral program) by providing a structured student organization and a speaker series. Faculty will be working with students in the fall on an employee training project with an organization with the intention of presenting the data collected in the project at a national meeting. This project will include a program scheduled for the Winter Quarter with Dr. Robin Wentworth, Ph.D., University of Southern Mississippi. Dr. Wentworth is Business Consultant with Organizational Excellence International, P.C., providing management and employee development consulting and training services.

4. Cross Disciplinary Activities

In our continuing effort to take strategic advantage of our existing resources, we have designed a course schedule which utilizes courses from existing programs. This is the primary reason we feel confident that we can successfully postpone the hiring of new faculty until fall 2010. Dr. Sheets, Dr. Donna Thomas the Ph.D. in Counseling program coordinator, and Dr. Rebecca Bennett in Management will be coordinating speaker events and organizational meetings in order to involve faculty and graduate students across the various degree programs.

5. Administrative Support

The program will make use of a master's level graduate assistant in providing 20 hours of staff support each week for the program. Additional support will be provided as needed with the growth of the program.

6. Budget

The revised budget (which was submitted to staff in February 2009) reflects current status of changes in faculty and graduate assistant sections.

STAFF ANALYSIS

Implementing a new doctoral-level program during this time of financial crisis is no small feat. It appears that Louisiana Tech has made sufficient financial investments to allow the program to proceed with implementation, but additional resources will have to be provided in subsequent years to fulfill their earlier commitments. Monies for more faculty lines, additional student stipends, and permanent staff support will be needed. As it stand now, the University still anticipates that these funds will be available, but that remains to be seen. Accordingly, additional progress reporting is deemed necessary. As the program is now accepting student candidates, future progress should include student numbers (enrollment and graduates) and the placement of any graduates.

STAFF RECOMMENDATION

The staff recommends that the Academic and Student Affairs Committee receive the June 2009 progress report relative to development of the Ph.D. program in Industrial/Organizational Psychology at Louisiana Tech University. By August 1, 2010, the University shall submit a subsequent progress report to the Associate Commissioner for Academic Affairs addressing remaining resources concerns and reporting student numbers.